

## Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						9a.3 T/TA provided to develop Statewide Recruitment and Retention Plan. (Licensure and Adoption Program Directors)	9a.3 Statewide Recruitment & Retention Plan	9a.3 July 2005	9a.3 June 2005		
						9a.4 Train the trainers for "Responding to the Call" pairing a resource parent with Licensure or Adoption Staff to provide training regionally	9a.4 Training Records	9a.4 Training completed = August 2006	9a.4 June 2006		
				9b. NCWRFCPPP to assist Licensure and Adoption Unit with programmatic changes due to dual certification, single application and merger of staff roles.	Adoption Director Licensure Director	9b.1 T/TA to review and revise policy, procedures, and tools for single application and foster/adopt dual certification.	9b.1 Policy and Procedural Revisions	9b.1 December 2006	9b.1		
				9c. NCWRCSNA to assist with enhancing foster and adoptive parent training curricula to include foster and adoptive parents roles as team members.	Adoption Director Licensure Director	9c.1 T/TA to review and enhance PATHS curriculum based on dual certification and foster/adopt families role as team members with DFCS and working with birth families.	9c.1 Revised Curriculum	9c.1 August 2006	9c.1 September 2006		
				9d. Continue MDHS and Mississippi School of Law collaboration to improve the timeliness of finalized Adoptions.	Placement Unit Director  Adoption Program Director	9d. 1 Evaluation of collaboration on expediting adoption finalizations on referred cases.	9d.1 Annual Evaluation	9d.1 February 2006	9d.1 February 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						9d.2 Adoption staff and adoptive families educated regarding option of utilizing MS School of Law Project to handle adoption finalizations.	9d.2 Annual Evaluation (Utilization of Project)	9d.2 February 2006	9d.2 February 2006		
						9d.3 Based on Annual Evaluation, renew MOU and consider expanding cases to include TPR.	9d.3 Memorandum of Understanding	9d.3 March 2006 January 2007	9d.3		
				9e. Re-structure the SO Adoption Program procedures to reduce internal agency barriers to timely TPR and finalization.	Adoption Program Director	9e.1 Conduct review of existing process and procedures for handling TPR at SO	9e.1 Recommendations for improving TPR internal process and procedures	9e.1 February 2006	9e.1 February 2006		
						9e.2 Based on review implement changes within SO procedures to improve efficient handling of TPR packets.	9e.2 Written Procedures	9e.2 February 2006	9e.2 February 2006		
						9e.3 Develop process for tracking TPR once sent to AG's office until the TPR order is received in SO	9e.3 Written Procedures for tracking TPR once sent to AG	9e.3 February 2006	9e.3 February 2006		
						9e.4 Orient staff and implement new procedures.	9e.4 Written Revised Procedures and memorandum to staff	9e.4 February 2006	9e.4 February 2006		

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Item 10: Permanency Goal of other planned permanent living arrangement	X		Item 10 Goal: Other planned permanent plans have been considered and ruled out prior to establishing a permanency goal of emancipation or formalized long term foster care.		Item 10 Goal Lead: Foster Care Review Supervisor	Item 10 Benchmark: Process developed and implemented requiring Regional Director approval to establish a permanency goal of emancipation or formalized long term foster care for any child in custody.  Process Developed = August 2006  Revised Policy and Procedures = October 2006  Process Implemented = December 2006	Item 10 Method of Measuring: The method of measuring and monitoring progress on this item is the revised Foster Care Case Review instrument, and the monthly FCR reports. The item will be reported to Regional Directors through the monthly FCR issues report.	March 2007		March 2008	
				10a. T/TA through the NCWRCYS to review IL program and assist with maximizing ETV funds for youth, providing aftercare services for youth, and developing training and concise practice guides to improve assessment and case planning for youth including transitional living.	Independent Living Program Specialist  IL Committee  Policy Lead	10a.1 Initiate TA request and assistance.  10a.2 Implement TA and develop work plan with program staff and providers.  10a.3 Integrate recommendations into IL policy and procedures. (Policy Lead, IL Program Specialist and IL Committee)	10a.1 ACF RO TA Approval  10a.2 IL TA Work Plan  10a.3 Revised Policy	10a.1 February 2005  10a.2 August 2005  10a.3 October 2005	10a.1 February 2005  10a.2 August 2005  10a.3 October 2005		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				10b. Develop and implement Transitional Living Plan for Independent Living.	MACWIS Team Independent Living Program	10b.1 MACWIS updated to include Transitional Living Plan	10b.1 Transitional Living Plan	10b.1 July 2006	10b.1 August 2006		
				10c. Provide training and concise practice guide on case planning that includes engaging youth in case planning and the independent living transitional plan for youth.	Training Program Director	10c.1 Develop curricula, concise practice guide and training evaluation for case planning that includes youth in case planning and transitional planning for youth in coordination with NRC technical assistance and development of on-going training.  10c.2 Trainer's trained on case planning curricula and guide.  10c.3 Training staff partner with RD to train ASWS and county social worker staff per region.	10c.1 Case Planning Curricula and Practice Guide  10c.2 Training records  10c.3 Regional Training attendance records and evaluation	10c.1 December 2006  10c.2 Training = February 2007  10c.3 Training completed = April 2007  Evaluation = October 2007	10c.1  10c.2  10c.3		

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Outcome P2: The continuity of family relationships and connections is preserved for children  CFSR Findings: Substantially Achieved 56% of cases reviewed	X										
Item 11: Proximity of foster care placement	X		Item 11 Goal: When appropriate, children in foster care will be placed in close proximity (within 50 miles of child's original home base).		Item 11 Goal Lead: Foster Care Review Program Supervisor	Item 11 Benchmarks: The revised Foster Care Case Review Instrument.  The revised Foster Care Case Review Checklist.	Item 11 Method: The method for monitoring and measuring progress will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
				11a. Establish policy for the regional approval process and criteria for placements more than 50 miles from child's original home.	RD ASWS MACWIS Team	11a.1 Regional Directors document procedures and criteria for approval for placements more than 50 miles from child's original home based on existing policy.  11a.2 Senior Management will agree on procedures and criteria for placements outside of 50 mile radius.  11a.3 Revise policy and practice.	11a.1 Documented Regional procedures and criteria for placements outside of 50 mile radius.  11a.2 Documented procedures and criteria for placements outside 50 mile radius.  11a.3 Revised policy and practice.	11a.1 July 2006  11a.2 Document = September 2006  11a.3 September 2006	11a.1 July 2006  11a.2 July 2006  11a.3 September 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				11b. Utilize technical assistance and training from Adopt US Kids to develop a targeted Statewide Recruitment and Retention Plan to improve placement options available to counties to be able to place children in close proximity and to retain and support existing foster homes.	Licensure and Adoption Program Director	11b.1 T/TA provided to develop Statewide Recruitment and Retention Plan. (Licensure and Adoption Program Directors)	11b.1 Statewide Recruitment and Retention Plan	11b.1 July 2005	11b.1 June 2005		
				11c. Strategies will be developed and implemented in the RAP, if close proximity of placement is identified through the county self assessment process as an area needing improvement.	RD and ASWS	11c.1 Develop a RAP to include strategies for improving close proximity of placements if a permanency priority.	11c.1 Approved RAP	11c.1 Approved and Implemented = January 2007	11c.1		
				11d. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	11d.1 Request assistance of appropriate NCWRCs to assist with needs assessment.  11d.2 Conduct initial planning meeting with NCWRCs.  11d.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina.	11d.1 Request and confirmation from NCWRC.  11d.2 Agenda and minutes of Meeting  11d.3 Comparison Report	11d.1 March 2006  11d.2 April 2006  11d.3 May 2006	11d.1 March 2006  11d.2 April 2006  11d.3 May 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						11d.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	11d.4 List of stakeholders, meeting agenda, and minutes of meeting.	11d.4 June 2006	11d.4 May 2006		
						11d.5 Develop a formalized needs assessment.	11d.5 Needs Assessment	11d.5 July 2006	11d.5 July 2006		
				11e. Development of a Coastal Recovery Plan.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	11e.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center.  11e.2 Determine available resources and assess those needed to address the identified needs.  11e.3 Develop Coastal Recovery Plan and distribute in-house for review.  11e.4 Begin implementation of the Coastal Recovery Plan.	11e.1 Recommendations  11e.2 Report identifying available resources.  11e.3 Distribution List and Memorandum  11e.4 Coastal Recovery Plan	11e.1 September 2006  11e.2 October 2006  11e.3 December 2006  11e.4 January 2007	11e.1 October 2006  11e.2  11e.3  11e.4		



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				11f. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations  Resource Families Workgroup	11f.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care.  11f.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	11f.1 State and Federal criteria.  11f.2 Proposed recommendations	11f.1 June 2006 November 2006  11f.2 July 2006	11f.1   11f.2 September 2006		
Item 12: Placement with siblings	X		Item 12 Goal: When appropriate, siblings in foster care will be placed together.		Item 12 Goal Lead: Foster Care Review Supervisors	Item 12 Benchmarks: The revised Foster Care Case Review Instrument.  The revised Foster Care Case Review Checklist.	Item 12 Method of Measuring: The method for monitoring and measuring progress will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
				12a. Clarify the regional approval process and criteria for any placement that requires siblings be separated, and revise policy and practice..	RD ASWS	12a.1 RDs document procedures and criteria for approval for any placement that requires siblings be separated.	12a.1 Documented Regional procedures and criteria.	12a.1 July 2006	12a.1 July 2006		



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	A	N/A						Projected:	Actual:	Projected:	Actual:
						12a.2 Senior Management will agree on procedures and criteria.  12a.3 Revise policy and practice.	12a.2 Documented procedures and criteria.  12a.3 Revised policy and practice.	12a.2 Document = September 2006  12a.3 September 2006	12a.2 July 2006  12a.3 October 2006		
				12b. Utilize T/TA from Adopt US Kids to develop a targeted Statewide Recruitment & Retention Plan to improve placement options to place siblings together and retain/support existing foster homes.	Licensing Program Director	12b.1 T/TA provided to develop Statewide Recruitment and Retention Plan. (Licensure and Adoption Program Directors)	12b.1 Statewide Recruitment and Retention Plan	12b.1 July 2005	12b.1 June 2005		
				12c. If sibling placements together is identified through the county self assessment process as an area needing improvement and a permanency priority, strategies will be developed and implemented in RAP	RD and ASWS	12c.1 Develop RAP to include strategies for improving sibling placements together if a priority for permanency.	12c.1 Approved RAP	12c.1 January 2007	12c.1		
				12d. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	12d.1 Request assistance of appropriate NCWRCs to assist with needs assessment.  12d.2 Conduct initial planning meeting with NCWRCs.  12d.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina.	12d.1 Request and confirmation from NCWRC.  12d.2 Agenda and minutes of Meeting  12d.3 Comparison Report	12d.1 March 2006  12d.2 April 2006  12d.3 May 2006	12d.1 March 2006  12d.2 April 2006  12d.3 May 2006		

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						12d.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	12d.4 List of stakeholders, meeting agenda, and minutes of meeting.	12d.4 June 2006	12d.4 May 2006		
						12d.5 Develop a formalized needs assessment.	12dg.5 Needs Assessment	12d.5 July 2006	12d.5 July 2006		
				12e. Development of a Coastal Recovery Plan.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	12e.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center.  12e.2 Determine available resources and assess those needed to address the identified needs.  12e.3 Develop Coastal Recovery Plan and distribute in-house for review.  12e.4 Begin implementation of the Coastal Recovery Plan.	12e.1 Recommendations  12e.2 Report identifying available resources.  12e.3 Distribution List and Memorandum  12e.4 Coastal Recovery Plan	12e.1 September 2006  12e.2 October 2006  12e.3 December 2006  12e.4 January 2007	12e.1 October 2006  12e.2  12e.3  12e.4		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				12f. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations  Resource Families Workgroup	12f.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care.  12f.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	12f.1 State and Federal criteria.  12f.2 Proposed recommendations	12f.1 June 2006 November 2006  12f.2 July 2006	12f.1  12f.2 September 2006		
Item 13: Visiting with parents and siblings in foster care	X		Item 13 Goal: A regular schedule of visitation between siblings in foster care and between parent and child in foster care will be established and maintained.		Item 13 Goal Lead: Foster Care Review Supervisor	Item 13 Benchmarks: The revised Foster Care Case Review Instrument.  The revised Foster Care Case Review Checklist.	Item 13 Method of Measuring: The method of monitoring and measuring this item will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
				13a. Provide training and concise practice guide on case planning that includes improving visitation between parents and siblings with children in foster care and the development of visitation plans.	Training Program Director	13a.1 Develop curricula, concise practice guide and training evaluation for case planning including improving visitation between parents and sibling with children in foster care and the development of visitation plans.	13a.1 Curricula, Guide and Evaluation	13a.1 December 2006	13a.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						13a.2 Trainer's trained on case planning curricula and guide.  13a.3 Training staff will partner with RD to train ASWS and county social worker staff per region.	13a.2 Training records  13a.3 Training records and evaluation	13a.2 Training = February 2007  13a.3 Training completed = April 2007  Evaluation = October 2007	13a.2  13a.3		
				13b. Enhance the CC (six month administrative review) to be more family-centered in practice.	Foster Care Review Program Supervisor  FCR/CC Workgroup	13b.1 Review and revise forms, procedures, and policy to be more consistent with family centered practice.  13b.2 Develop Practice Guide for CC for staff and families.  13b.3 Implement changes in CC practice.	13b.1 Revised forms, procedures and policy  13b.2 CC Practice Guide for staff and CC Guidebook for families  13b.3 FCR Program Quarterly Report	13b.1 July 2005  13b.2 July 2005  13b.3 Implemented October 2005	13b.1 July 2005  13b.2 July 2005  13b.3 October 2005		
				13c. Strategies will be developed and implemented in the RAP, if visitation with parents or siblings in foster care is identified through the County Self Assessment process as an area needing improvement.	RD and ASWS	13c.1 Develop RAP to include visitation with parents or sibling for children in foster care based if determined a permanency priority.	13c.1 Approved RAP	13c.1 January 2007	13c.1		

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Item 14: Preserving connections	X		Item 14 Goal: When appropriate, children in foster care will have their primary connections and characteristics preserved.		Item 14 Goal Lead: Foster Care Review Program Supervisor	Item 14 Benchmarks: The revised Foster Care Case Review instrument.  The revised Foster Care Case Review Checklist.	Item 14 Method of Measuring: The method for monitoring and measuring progress of this item will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
				14a. Request TA from CWLA to assist in developing ICWA training module to be used jointly by MDHS DFCS and MS Band of Choctaws Social Services.	DFCS Division Director  Deputy of Support	14a.1 TA from NRC or NICWA to develop ICWA training module for both DFCS and Choctaw Social Services.  14a.2 Curricula Developed  14a.3 Training delivered at joint meeting with DFCS and Choctaw Social Service staff.	14a.1 T/TA Report  14a.2 ICWA Training Module  14a.3 Training records	14a.1 May 2007  14a.2 October 2007  14a.3 February 2008	14a.1  14a.2  14a.3		
				14b. Revise policies and procedures for intake, screening, assessment and case planning to insure identification of child's heritage and to coordinate services for any child identified with Native American heritage with the appropriate tribe.	Training Program Director  Protection Unit Director  Placement Unit Director	14b.1 Recommendations for policy and procedures.  14b.2 Revisions to current policy and practice.  14b.3 Contract with the University of Southern Mississippi to update Intensive training curricula	14b.1 Written recommendations  14b.2 Revised policy and practice  14b.3 Finalized Contract	14b.1 March 2006  14b.2 December 2006  14b.3 June 2006	14b.1 July 2006  14b.2  14b.3 May 2006		

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						14b.4 Incorporated into Intensive Training.	14b.4 Revised Intensive Curricula	14b.4 March 2007	14b.4		
				14c. Update MACWIS to include information necessary to track and monitor ICWA compliance.	MACWIS Team	14c.1 Revise MACWIS case narrative type to include ICWA contact and tribal contacts.  14c.2 Develop MACWIS report on ICWA and Native American Race data including % of open cases with ICWA contact and number of families with Native heritage.	14c.1 Code table change in MACWIS  14c.2 MACWIS Report	14c.1 April 2005  14c.2 August 2006	14c.1 April 2005  14c.2 September 2006		
				14d. Utilize T/TA from NCWRCFCPPP to assist the state in addressing policy and practice related to placement and permanency planning to insure compliance with MEPA.	Bureau Director of Support  Placement Unit Director	14d.1 Identify appropriate NRC and initiate TA request and development of TA work plan.  14d.2 Review policy and practice in coordination with Policy and Practice Workgroup and with NRC.  14d.3 Incorporate recommendations into policy revisions and develop practice guide.	14d.1 NRC contact TA Request Work Plan for TA  14d.2 Written Recommendations  14d.3 Revised policy  MEPA Practice Guide	14d.1 January 2007  14d.2 February 2007  14d.3 April 2007  May 2007	14d.1  14d.2  14d.3		



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				14e. Strategies will be developed and included in the RAP if preserving family connections or characteristics is identified through the county self assessment process as an area needing improvement.	RD and ASWS	14e.1 Develop a RAP to include strategies for preserving family connections or characteristics if determined to be a permanency priority.	14e.1 Approved RAP	14e.1 Approved and Implemented = January 2007	14e.1		
				14f. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	14f.1 Request assistance of appropriate NCWRCs to assist with needs assessment.  14f.2 Conduct initial planning meeting with NCWRCs.  14f.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina.  14f.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	14f.1 Request and confirmation from NCWRC.  14f.2 Agenda and minutes of Meeting  14f.3 Comparison Report  14f.4 List of stakeholders, meeting agenda, and minutes of meeting.	14f.1 March 2006  14f.2 April 2006  14f.3 May 2006  14f.4 June 2006	14f.1 March 2006  14f.2 April 2006  14f.3 May 2006  14f.4 May 2006		



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	A	N/A						Projected:	Actual:	Projected:	Actual:
						14f.5 Develop a formalized needs assessment.	14f.5 Needs Assessment	14f.5 July 2006	14f.5 July 2006		
				14g. Development of a Coastal Recovery Plan.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	14g.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center.  14g.2 Determine available resources and assess those needed to address the identified needs.  14g.3 Develop Coastal Recovery Plan and distribute in-house for review.  14g.4 Begin implementation of the Coastal Recovery Plan.	14g.1 Recommendations  14g.2 Report identifying available resources.  14g.3 Distribution List and Memorandum  14g.4 Coastal Recovery Plan	14g.1 September 2006  14g.2 October 2006  14g.3 December 2006  14g.4 January 2007	14g.1 October 2006  14g.2  14g.3  14g.4		
				14h. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations  Resource Families Workgroup	14h.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care.	14h.1 State and Federal criteria.	14h.1 June 2006 November 2006	14h.1		

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1 Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			2 Goal/ Negotiated measure/ Percent of Improvement	3 Action Steps	4 Assignment (person/Unit responsible)	5 Benchmarks Toward Achieving Goal	6 Method of Measuring Improvement	7 Benchmarks' Dates of Achievement		8 Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						14h.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	14h.2 Proposed recommendations	14h.2 July 2006	14h.2 September 2006		
Item 15: Relative placement	X		Item 15 Goal: When appropriate, children in foster care will be placed in relative placements.		Item 15 Goal Lead: Foster Care Review Program Supervisor  PIP Coordinator	Item 15 Benchmarks: The revised Foster Care Case Review Instrument.  The revised Foster Care review Checklist.	Item 15 Method: The method of monitoring and measuring improvement of this item will be through the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
				15a. As part of technical assistance from NCWRCCPS and NCWRCFCPPP revise policy as needed on diligent search for relatives and family engagement.	Training Program Director  Placement Unit Director	15a.1 Incorporate NRC and Policy and Practice Workgroup recommendations into policy and practice changes and training on diligent search for relatives. (Placement Unit Director and Protection Unit Director)  15a.2 Implement following statewide training and release of practice guides. (Training Program Director).	15a.1 Policy, Training Curricula, Practice Guides  15a.2 Training completed statewide	15a.1 December 2006	15a.1		
								15a.2 January 2007	15a.2		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				15b. Implement supervisory case review to assess both in-home and custody cases within 90 days to ensure diligent search for paternal and maternal relatives early in the case and that a FTM is held within 30 days to develop the initial ISP.	Region I Regional Director  Supervisory Review Committee	15b.1 Implement supervisory case review and enter case review documentation into MACWIS.	15b.1 MACWIS Supervisory Case Review Report	15b.1 First Quarterly Report = July 2007	15b.1		
				15c. Implement the revised FCCR instrument and process to assess practice in custody cases related to relative placements	Foster Care Review Program Supervisor	15c.1 Implement revised Foster Care Case Review instrument.	15c.1 Foster Care Review Program Quarterly Reports	15c.1 Implement = July 2005  First Quarterly Report = October 2005, and quarterly thereafter  January 2006  April 2006  July 2006	15c.1 July 2005  October 2005  January 2006  April 2006  July 2006		
				15d. If relative placements are identified through the county self assessment process as an area needing improvement and a permanency priority, strategies will be developed and implemented in the RAP	RD and ASWS	15d.1 Develop RAP to include improvement for relative placements if determined to be a permanency priority.	15d.1 Approved RAP	15d.1 January 2007	15d.1		
				15e. Utilize technical assistance from Adopt US Kids to develop retention strategies to support relative caregivers as part of the development of the Statewide Recruitment and Retention Plan to include statewide and regional approaches.	Licensure and Adoption Program Directors	15e.1 T/TA provided to develop Statewide Recruitment and Retention Plan. (Licensure and Adoption Program Directors)	15e.1 Statewide Recruitment and Retention Plan	15e.1 July 2005	15e.1 June 2005		

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1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
				15f. Research and identify financial resources used by other states and models for best practice related to kinship care and relative support.	Licensure and Adoption Program	15f.1 Identify other state models for kinship care and relative supports through NRC and ACF RO.  15f.2 Contact states identified for additional information.  15f.3 Make recommendations to DFCS Division Director and Placement Unit Director related to improving support and resources for relative caregivers.	15f.1 State Models for Kinship Care and supports  15f.2 State Contacts  15f.3 Written recommendations	15f.1 March 2006  15f.2 April 2006  15f.3 June 2006	15f.1 July 2006  15f.2 July 2006  15f.3 July 2006		
				15g. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	15g.1 Request assistance of appropriate NCWRCs to assist with needs assessment.  15g.2 Conduct initial planning meeting with NCWRCs.  15g.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina.	15g.1 Request and confirmation from NCWRC.  15g.2 Agenda and minutes of Meeting  15g.3 Comparison Report	15g.1 March 2006  15g.2 April 2006  15g.3 May 2006	15g.1 March 2006  15g.2 April 2006  15g.3 May 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						15g.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	15g.4 List of stakeholders, meeting agenda, and minutes of meeting.	15g.4 June 2006	15g.4 May 2006		
						15g.5 Develop a formalized needs assessment.	15g.5 Needs Assessment	15g.5 July 2006	15g.5 July 2006		
				15h. Development of a Coastal Recovery Plan.	DFCS Division Director  Director of Field Operations  Region 6 South Regional Director	15h.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center.  15h.2 Determine available resources and assess those needed to address the identified needs.  15h.3 Develop Coastal Recovery Plan and distribute in-house for review.  15h.4 Begin implementation of the Coastal Recovery Plan.	15h.1 Recommendations  15h.2 Report identifying available resources.  15h.3 Distribution List and Memorandum  15h.4 Coastal Recovery Plan	15h.1 September 2006  15h.2 October 2006  15h.3 December 2006  15h.4 January 2007	15h.1 October 2006  15h.2  15h.3  15h.4		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				15i. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations  Resource Families Workgroup	15i.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care.  15i.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	15i.1 State and Federal criteria.  15i.2 Proposed recommendations	15i.1 June-2006 November 2006  15i.2 July 2006	15i.1  15i.2 September 2006		
Item 16: relationship of child in care with parents	X		Item 16 Goal: When appropriate, children in foster care will maintain a pattern of at least monthly visitation with parents.		Item 16 Goal Lead: Foster Care Review Program Supervisor	Item 16 Benchmark: The revised Foster Care Case Review instrument and process.  The revised Foster Care Case Review Checklist and process.	Item 16 Method: The method for monitoring and measuring this item will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
				16a. Provide training and concise practice guide on case planning that includes improving visitation between parents and siblings with children in foster care and the development of visitation plans.	Training Program Director	16a.1 Develop curricula and concise practice guide for case planning including visitation between parents and sibling with children in foster care and the development of visitation plans.	16a.1 Curricula, Guide and Evaluation	16a.1 December 2006	16a.1		



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	A	N/A						Projected:	Actual:	Projected:	Actual:
						6a.2 "Train the trainers" on case planning curricula and guide.  16a.3 Training staff will partner with RD to train ASWS and county social worker staff per region.	16a.2 Training records  16a.3 Regional Training attendance records and evaluation	16a.2 Training = February 2007  16a.3 Training completed = April 2007  Evaluation Report = October 2007	16a.2  16a.3		
				16b. Utilize technical assistance from the NCWRCFCPP to provide recommendations for policy and practice changes related to FCP, FTM, and family centered CC to improve family engagement in decision-making, assessment and case planning.	Bureau Director of MACWIS, PIP and Special Projects  Protection Unit Director/Practice Lead  Training Program Director  Placement Unit Director/Policy Lead	16b.1 Incorporate NRC and Workgroup recommendations into policy and practice changes. (Policy- Placement Unit Director; Protection Unit Director)  16b.2 Implement practice and policy changes through statewide training on FCP, FTM and CC. (Training Program Director)	16b.1 Policy, Training Curricula and concise practice guides completed  16b.2 FCP, FTM, CC training completed and practice guides released	16b.1 July 2005  16b.2 April 2006	16b.1 July 2005  16b.2 April 2006		
WB1: Families have enhanced capacity to provide for their children's needs.  CFSR Finding: Substantially Achieved 36% of cases reviewed	X										



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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 17: Needs and services of child, parents, foster parents	X		<p>Item 17 Goal: For out-of-home cases the statewide percentage of parents (mother, father, foster parents) where services were provided to meet the identified and assessed needs will be increased from:</p> <p>Source: Revised Foster Care Case Review instrument and process.</p> <p>For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.</p>		Item 17 Goal Lead: Foster Care Review Program Supervisor	<p>Item 17 Benchmark: For out-of-home cases the statewide percentage of parents (mother, father, foster parents) where services were provided to meet the identified and assessed needs will be increased from:</p> <p>Source: Revised Foster Care Case Review instrument and process.</p> <p>For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.</p>	<p>Item 17 Method: The Foster Care Case Review revised instrument and process will be used to monitor progress for the out-of-home cases. Using the revised FCR instrument, four quarters of data will be collected beginning with the July-September 2005 quarter and ending with the April-June 2006 quarter. In July 2006 a baseline and percentage for improvement will be established for the benchmark and goal. This baseline and percentage will be negotiated with ACF RO and the approved measures will be added to the PIP. The 3 Coastal Counties will be eliminated from the baseline and the performance data</p> <p>The implementation of the Supervisory Case Review.</p>	March 2007		March 2008	
								December 2007		March 2008	
				17a. Build process in MACWIS to effectively link appropriate and available support services to meet the needs of families identified through the safety and risk assessment.	Deputy Director of MACWIS, PIP and Special Projects	17a.1 MACWIS System Requirements Document Designed, Developed and Tested for implementation into MACWIS	17a.1 MACWIS Work Plan	17a.1 December 2006	17a.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						17a.2 Training provided to field staff  17a.3 MACWIS Release Notes and Concise Guide posted on the MACWIS Website  17a.4 Process deployed in MACWIS	17a.2 Training Schedule  17a.3 MACWIS Release Notes and Concise Guide  17a.4 MACWIS screen shots	17a.2 January 2007  17a.3 January 2007  17a.4 December 2006	17a.2  17a.3  17a.4		
				17b. Provide statewide training to include assessment, case planning and family/community engagement to enhance caseworkers skills to assess family needs and provide appropriate services to address those needs.	Training Program Director	17b.1 Training completed and concise practice guide released on family/community engagement  17b.2 Training completed and concise practice guide released on assessment.  17b.3 Training completed and concise practice guide released on case planning.	17b.1 Family Engagement training curricula and concise practice guide.  17b.2 Assessment training curricula and concise practice guide  17b.3 Case Planning training curricula and concise practice guide	17b.1 December 2006  17b.2 February 2007  17b.3 April 2007  Evaluation Report = October 2007	17b.1  17b.2  17b.3		
				17c. Utilize technical assistance from the NCWRFCFCPPP for policy and practice changes related to FCP, FTM, and CC to improve family engagement in decision-making, assessment and case planning.	Bureau Director of MACWIS, PIP and Special Projects  Protection Unit Director  Training Program Director  Policy Coordinator Placement Unit Director on Special Policy Assignment	17c.1 Incorporate NRC recommendations into policy and practice changes. (Policy-Placement and Protection Unit Directors)  17c.2 Implement practice and policy changes through statewide training. (Training Program Director)	17c.1 Policy, Training Curricula and concise practice guides completed  17c.2 FCP, FTM, CC training completed and practice guides released	17c.1 December 2006  17c.2 April 2006  Evaluation Report = October 2006	17c.1  17c.2 April 2006		

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Item 18: Child and family involvement in case planning	A	N/A	Item 18 Goal: When appropriate, for out-of-home cases parents and children will be actively involved in the case planning process.  For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 18 Goal Lead: Foster Care Review Program Supervisor	Item 18 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of out-of-home cases.  For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 18 Method: The method of monitoring and measuring progress of the out-of-home cases will be the monthly Foster Care Case Review Issues Reports, and the FCR Quarterly Regional Comparison Report.  The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	Projected:	Actual:	Projected:	Actual:
	X							March 2007		March 2008	
				18a. Provide statewide training to include assessment, case planning and family/community engagement to enhance caseworkers skills to better engage family and children in decision-making and the case planning process.	Training Program Director	18a.1 Training completed and concise practice guide released on family/community engagement	18a.1 Family Engagement training curricula and concise practice guide.	18s.1 December 2006	18a.1		
						18a.2 Training completed and concise practice guide released on assessment.	18a.2 Assessment training curricula and concise practice guide	18a.2 February 2007	18a.2		
						18a.3 Training completed and concise practice guide released on case planning.	18a.3 Case Planning training curricula and concise practice guide	18a.3 April 2007  Evaluation Report = October 2007	18a.3		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				18b. Develop and implement statewide training on FCP, FTM and CC to improve family and child involvement in the case planning process.	Protection Unit Director  Training Program Director	18b.1 Policy, Training Curricula, and Concise Practice Guide developed.  18b.2 Train the trainers completed.  18b.3 Training staff and RD partner to provide drill down training to ASWS and county social work staff per region.  18b.4 Contract with the University of Southern Mississippi to update Intensive Training curricula  18b.5 Level 1 Intensive training curriculum updated/ revised to include FCP, FTM, CC.	18b.1 Revised Policy, Curricula & Practice Guide  18b.2 Training Records  18b.3 Training Records  Evaluation Results  18b.4 Finalized Contract  18b.5 Revised Curricula	18b.1 Completed = July 2005  18b.2 Completed = December 2005  18b.3 Completed = April 2006  Evaluation Report = October 2006  18b.4 June 2006  18b.5 Intensive training revised and updated = March 2007, and annually thereafter	18b.1 August 2005  18b.2 December 2005  18b.3 April 2006  18b.4 May 2006  18b.5		
				18c. RAP will include action steps to improve the engagement of families and children in case planning through FTM.	Regional Directors  ASWS	18c.1 Develop RAP to improve family and child involvement in case planning through FTM.	18c.1 Approved RAP Implemented	18c.1 January 2007	18c.1		
				18d. Implement the supervisory case review to include the assessment of practice related to family and child involvement in the case planning process.	Region IE Regional Director  Supervisory Review Committee	18d.1 Implement supervisory case review and enter case review documentation into MACWIS.	18d.1 MACWIS Supervisory Case Review Report	18d.1 First Quarterly Report = July 2007	18d.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				18e. Implement the revised FCCR instrument and process to assess practice of actively engaging parents and child/youth in case planning.	Foster Care Review Program Supervisor	18e.1 Implement revised Foster Care Case Review instrument.	18e.1 Foster Care Review Program Quarterly Reports	18e.1 Implement = July 2005  First Quarterly Report = October 2005  2 <sup>nd</sup> Quarterly Report = January 2006  3 <sup>rd</sup> Quarterly Report = April 2006  4 <sup>th</sup> Quarterly Report = July 2006	18e.1 July 2005  October 2005  January 2006  April 2006  July 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 19. Worker visits with child	X		<p>Item 19 Goal: For out-of-home cases the statewide percentage of monthly face to face worker contacts with children in custody will be increased from:</p> <p>Baseline: MACWIS Custody Contact Report (July – December 2006)</p> <p>For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.</p>		<p>Item 19 Goal Lead: MACWIS Administrator  PIP Coordinator</p>	<p>Item 19 Benchmark: For out-of-home cases the statewide percentage of monthly face to face worker contacts with children in custody will be increased from:</p> <p>Baseline: MACWIS Custody Contact Report (July-December 2006)</p> <p>For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.</p>	<p>Item 19 Method: The revised MACWIS Custody Contact Report will be used to monitor the monthly face-to-face worker contacts with children in custody. Using the revised MACWIS Custody Contract Report, two quarters of data will be collected, beginning with the July-September 2006 quarter and ending with the October-December 2006 quarter. In January 2007 a baseline and percentage for improvement will be established for the benchmark and goal. This baseline and percentage will be negotiated with the ACF RO and the approved measures will be added to the PIP. The 3 Coastal Counties will be eliminated from the baseline and the performance data.</p> <p>The implementation of the Supervisory Case Review.</p>	March 2007		March 2008	
				19a. Provide statewide training to include assessment, case planning and family/community engagement to provide instruction related to the quality, frequency, purpose	Training Program Director	19a.1 Training completed and concise practice guide released on family/community engagement	19a.1 Family Engagement training curricula and concise practice guide.	19s.1 December 2006	19a.1		



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	A	N/A						Projected:	Actual:	Projected:	Actual:
				and structure of caseworker visitation with child.		19a.2 Training completed and concise practice guide released on assessment.  19a.3 Training completed and concise practice guide released on case planning.	19a.2 Assessment training curricula and concise practice guide  19a.3 Case Planning training curricula and concise practice guide	19a.2 February 2007  19a.3 April 2007  Evaluation Report = October 2007	19a.2   19a.3		
				19b. Utilizing TA from NCWRCFCPPP to provide recommendations for policy and practice related to caseworker visitation as part of case planning to improve family engagement in decision-making.	Protection Unit Director  Training Program Director	19b.1 Policy, Training Curricula, and Concise Practice Guide developed.  19b.2 Train the trainers completed.  19b.3 Training staff and RD partner to provide drill down training to ASWS and county social work staff per region.  19b.4 Contract with the University of Southern Mississippi to update Intensive training curricula.  19b.5 Level 1 Intensive training curricula updated/revised to include FCP, FTM, CC.	19b.1 Revised Policy, Curricula & Practice Guide  19b.2 Training Records  19b.3 Training Records  Evaluation Results  19b.4 Finalized Contract  19b.5 Revised Curricula	19b.1 Completed = July 2005  19b.2 Completed = December 2006  19b.3 Completed = July 2007  Evaluation Report = October 2007  19.4 June 2006  19b.5 Intensive training revised and updated = March 2007, and annually thereafter	19b.1 August 2005  19b.2  19b.3  19b.4 May 2006  19b.5		



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	A	N/A						Projected:	Actual:	Projected:	Actual:
				19c. Monitor the frequency of caseworker visitation with child(ren) through monthly MACWIS reports, monthly ASWS Progress Improvement Reports, and quarterly RD Progress Improvement Reports.	Bureau Director of MACWIS  PIP Coordinator	19c.1 Implement progress improvement reporting system to track improvements in caseworker contact with child or children monthly.	19c.1 RD Quarterly Progress Improvement Reports	19c.1 Implement Reporting System = April 2007  First RAP Quarterly Reports = July 2007 (covering the April-June Quarter)	19c.1		
				19d. Implement the revised FCCR instrument to assess the quality of caseworker visitation with child(ren) and to use this information to inform practice.	Foster Care Review Program Supervisor	19d.1 Implement revised FCCR instrument.	19d.1 Foster Care Review Quarterly Report	19d.1 Implement = July 2005  First Quarterly Report = October 2005  2 <sup>nd</sup> Quarterly Report = January 2006  3 <sup>rd</sup> Quarterly Report = April 2006  4 <sup>th</sup> Quarterly Report = July 2006	19d.1 July 2005  October 2005  January 2006  April 2006  July 2006		
				19e. Implement the supervisory case review to assess both in-home and custody cases to ensure frequency and quality of caseworker visitation with children.	Region I Regional Director  Supervisory Workgroup	19e.1 Implement supervisory case review and enter case review documentation into MACWIS.	19e.1 MACWIS Supervisory Case Review Report	19e.1 First Report Available = July 2007	19e.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				19f. Strategies will be developed and implemented as part of RAP if the county self assessment identifies caseworker visitation as an area needing improvement.	Regional Directors ASWS	19f.1 Develop RAP to include strategies to improve caseworker visitation if identified through the County Self Assessment as a priority. (ASWS and RD)	19f.1 Approved RAP	19f.1 Approved and implemented = January 2007	19f.1		
Item 20: Worker visits with parent(s)	X		Item 20 Goal: For out-of-home cases, face to face contacts between caseworkers and parents will occur at least monthly.  For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 20 Goal Lead: Foster Care Review Program Supervisor	Item 20 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of out-of-home cases.  For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 20 Method: The method of monitoring and measuring progress of this item for the out-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.  The implementation of the Supervisory Case review will be utilized to monitor/measure progress for the in-home cases.	March 2007        December 2007		March 2008        March 2008	
				20a. Provide statewide training to include assessment, case planning and family/community engagement to provide instruction related to the quality, frequency, purpose and structure of caseworker visitation with parent.	Training Program Director	20a.1 Training completed and concise practice guide released on family/community engagement  20a.2 Training completed and concise practice guide released on assessment.	20a.1 Family Engagement training curricula and concise practice guide.  20a.2 Assessment training curricula and concise practice guide	20a.1 December 2006  20a.2 February 2007	20a.1  20a.2		

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1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						20a.3 Training completed and concise practice guide released on case planning.	20a.3 Case Planning training curricula and concise practice guide  Evaluation Results	20a.3 April 2007  Evaluation Report = October 2007	20a.3		
				20b. Utilize TA from the NCWRCFCPPP to provide recommendations for policy and practice changes related to caseworker visitation as part of case planning to improve family engagement in decision-making.	Bureau Director of MACWIS,  PIP Coordinator  Protection Unit Director  Training Program Director  Policy Coordinator	20b.1 Policy, Training Curricula, and Concise Practice Guide developed.  20b.2 Train the trainers completed.  20b.3 Training staff and RD partner to provide drill down training to ASWS and county social work staff per region.  20b.4 Contract with University of Southern Mississippi to update Intensive Training curricula  20b.5 Level I Intensive Training curricula updated/revised to include FCP, FTM, CC.	20b.1 Revised Policy, Curricula & Practice Guide  20b.2 Training Records  20b.3 Training Records  Evaluation Results  20b.4 Finalized Contract  20b.5 Revised Curricula	20b.1 Completed = July 2005  20b.2 Completed = December 2006  20b.3 Completed = February 2007  Evaluation Report = October 2007  20b.4 June 2006  20b.5 Intensive training revised and updated = March 2007, and annually thereafter	20b.1 August 2005  20b.2  20b.3  20b.4 May 2006  20b.5		

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
				20c. Implement the revised FCCR instrument to assess the quality of caseworker visitation with parents and use this information to improve practice.	Foster Care Review Program Supervisor	20c.1 Implement revised Foster Care Case Review instrument to review cases for the quality of caseworker visits with parents.	20c.1 Foster Care Review Program Quarterly Reports	20c.1 Implement = July 2005  First Quarterly Report = October 2005, and quarterly thereafter  2 <sup>nd</sup> Quarterly Report = January 2006  3 <sup>rd</sup> Quarterly Report = April 2006  4 <sup>th</sup> Quarterly Report = July 2006	20c.1 July 2005  October 2005  January 2006  April 2006  July 2006		
				20d. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of caseworker visitation with parents.	Region I Regional Director  Supervisory Workgroup	20d.1 Implement supervisory case review and enter case review documentation into MACWIS.	20d.1 MACWIS Supervisory Case Review Report	20d.1 First Report Available = July 2007	20d.1		
				20e. If the county self assessment process identifies caseworker visitation as an area needing improvement and a priority to improve outcomes, strategies will be developed and implemented as part of the RAP.	Regional Directors  ASWS	20e.1 Develop RAP to include strategies to improve caseworker visitation if identified through the County Self Assessment as a priority. (ASWS and RD)	20e.1 Approved RAP	20e.1 Approved and implemented = January 2007	20e.1		

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
Outcome WB2: Children receive appropriate services to meet their educational needs	X										
CFSR Finding: Substantially Achieved 75.9% of cases reviewed											

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1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 21: Educational needs of the child	X		Item 21 Goal: For out-of-home cases, children will receive educational services based on identified needs.		Item 21 Goal Lead: Foster Care Review	Item 21 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of the out-of-homes cases.	Item 21 Method: The method of monitoring and measuring progress for this item for the out-of-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
			For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.			For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	December 2007		March 2008	
				21a. Provide statewide training to include assessment, case planning and family/community engagement to provide instruction related to engaging community partners such as education in the assessment and case planning process.	Training Program Director	21a.1 Training completed and concise practice guide released on family/community engagement	21a.1 Family Engagement training curricula and concise practice guide.	21a.1 December 2006	21a.1		
						21a.2 Training completed and concise practice guide released on assessment.	21a.2 Assessment training curricula and concise practice guide	21a.2 February 2007	21a.2		
						21a.3 Training completed and concise practice guide released on case planning.	21a.3 Case Planning training curricula and concise practice guide	21a.3 April 2007	21a.3		
							Evaluation Results	Evaluation Report = October 2007			

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1 Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			2 Goal/ Negotiated measure/ Percent of Improvement	3 Action Steps	4 Assignment (person/Unit responsible)	5 Benchmarks Toward Achieving Goal	6 Method of Measuring Improvement	7 Benchmarks' Dates of Achievement		8 Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
				21b. Enhance the CC (six month administrative review) to be more family-centered and to encourage more community involvement such as teachers and educational providers.	Foster Care Review Program Supervisor  FCR/CC Workgroup	21b.1 Review and revise forms, procedures, and policy to be more consistent with family centered practice.  21b.2 Develop Practice Guide for CC for staff and families.  21b.3 Implement changes in CC practice.	21b.1 Revised forms, procedures and policy  21b.2 CC Practice Guide for staff and CC Guidebook for families  21b.3 FCR Program Quarterly Report	21b.1 July 2005  21b.2 July 2005  21b.3 Implemented October 2005	21b.1 July 2005  21b.2 July 2005  21b.3 October 2005		
				21c. Implement the revised FCCR Instrument to assess practice related to assessment, identification of educational needs and services provided and use the information to improve practice.	Foster Care Review Program Supervisor	21c.1 Implement revised Foster Care Case Review instrument.	21c.1 Foster Care Review Program Quarterly Reports	21c.1 Implement = July 2005  First Quarterly Report = October 2005, and quarterly thereafter  January 2006  April 2006  July 2006	21c.1 July 2005  October 2005  January 2006  April 2006  July 2006		
				21d. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of practice related to assessment, identification of educational needs and services provided to improve practice.	Region I Regional Director  Supervisory Workgroup	21d.1 Implement supervisory case review and enter case review documentation into MACWIS.	21d.1 MACWIS Supervisory Case Review Report	21d.1 First Report Available = July 2007	21d.1		



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1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
				21e. Establish more collaborative efforts and partnerships between local DFCS offices and available Families First Resource Centers to improve access to educational services for children such as Parents as Teachers, after-school and tutorial programs.	Bureau Director of Support  DFCS Prevention Unit Director	21e.1 Listing of community-based services funded through MDHS and provided by Families First Resource Centers developed.  21e.2 List distributed to all regions, ASWS, counties and field staff.	21e.1 Provider list completed  21e.2 Distribution list and memo	21e.1 February 2005  21e.2 April 2005	21e.1 March 2005  21e.2 April 2005		
Outcome WB3: Children receive adequate services to meet their physical and mental health needs  CFSR Finding: Substantially Achieved 52.4% of cases reviewed	X										

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1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 22: Physical health of the child	X		Item 22 Goal: For out-of-home cases, children will receive health services based on identified and assessed physical health needs.		Item 22 Goal Lead: Foster Care Review Program Supervisor	Item 22 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care case review Checklist will be used to provide a process for the review of the out-of-home cases.	Item 22 Method: The method of monitoring and measuring progress of this item for the out-of-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
			For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.			For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	December 2007		March 2008	
				22a. Initiate meetings with the MS Department of Public Health to identify health programs and services and to improve coordination between state and local offices	DFCS Division Director  Deputy Director of Support	22a.1 Contact MSDH State Office and schedule a meeting to initiate discussions for coordination of public health services with MDHS DFCS.  22a.2 Identify programs and services available and accessible to DFCS families and children.  22a.3 Establish an agreement for coordination of services.	22a.1 Confirmation letter of meeting  22a.2 Directory or listing of programs and services.  22a.3 Coordination agreement or MOU	22a.1 March 2006 November 2006  22a.2 April 2006  22a.3 July 2006 January 2007	22a.1  22a.2 April 2006  22a.3		

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						22a.4 Establish educational opportunities for staff from both agencies to learn about programs and services.	22a.4 Agenda Training Records	22a.4 January 2007	22a.4		
				22b. Implement the revised FCCR Instrument to assess practice related to assessment, identification of physical health needs and services provided and use the information to improve practice.	Foster Care Review Program Supervisor	22b.1 Implement revised Foster Care Case Review instrument.	22b.1 Foster Care Review Program Quarterly Reports	22b.1 Implement = July 2005  First Quarterly Report = October 2005, and quarterly thereafter  2 <sup>nd</sup> Quarterly Report = January 2006  3 <sup>rd</sup> Quarterly Report = April 2006  4 <sup>th</sup> Quarterly Report = July 2006	22b.1 July 2005  October 2005  January 2006  April 2006  July 2006		
				22c. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of practice related to assessment and identification of physical health needs and services provided and use information to improve practice.	Region I Regional Director  Supervisory Workgroup	22c.1 Implement supervisory case review and enter case review documentation into MACWIS.	22c.1 MACWIS Supervisory Case Review Report	22c.1 First Report Available = December 2007	22c.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 23: Mental Health of the child	X		Item 23 Goal: For out-of-home cases, children will receive mental health services based on identified needs.		Item 23 Goal Lead: Foster Care Review Program Supervisor	Item 23 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of the out-of-home cases.	Item 23 Method: The method of monitoring and measuring progress of this item for the out-of-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
			For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.			For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	December 2007		March 2008	
				23a. Revise policy related to the Psychological evaluation for children 4 years and older so that it is not automatically based on age, but based on assessed needs of the child.	Placement Unit Director  Policy/Training Workgroup	23a.1 Policy revised and issued.	23a1 Policy Issuance	23a.1 June 2005	23a.1 October 2005		
				23c. Develop policy and related practice guidelines to address comprehensive family assessment and accessing mental health services identified as needed in assessments	Placement Unit Director  Policy/Training Workgroup	23c. 1 Policy revised and issued.	23c.1 Policy Issuance	23c.1 December 2006	23c.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				23d. Continue DFCS participation with the Interagency Coordinating Council for Children and Youth (ICCCY) and the Interagency Systems of Care Council (ISCC) to address and improve mental health services to seriously emotionally disturbed children and youth.	DFCS Division Director  Placement Unit Director	23d.1 Continue to attend all ICCCY biannual meetings to have input into priorities and strategies to improve coordination among agencies.          23d.2 Actively participate in quarterly ISCC meetings with middle managers from other agencies to develop priorities and strategies to submit to ICCCY for improved coordination and collaborative efforts among the agencies.	23d.1 Meeting agenda and materials          23d.2 Meeting agenda and materials.	23d.1 Biannual December 2005  June 2006  December 2006  2007 Dates = TBD  2008 Dates = TBD  23d.2 Quarterly – November 2005  February 2006 and on-going	23d.1 December 2005       23d.2 November 2005  February 2006		
				23e. Implement the revised FCCR Instrument to assess practice related to assessment, identification of physical health needs and services provided and use the information to improve practice.	Foster Care Review Program Supervisor	23e.1 Implement revised Foster Care Case Review instrument.	23e.1 Foster Care Review Program Quarterly Reports	23e.1 Implement = July 2005  First Quarterly Report = October 2005  2 <sup>nd</sup> Quarterly Report = January 2006  3 <sup>rd</sup> Quarterly Report = April 2006  4 <sup>th</sup> Quarterly Report = July 2006	23e.1 July 2005  October 2005  January 2006  April 2006  July 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				23f. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of practice related to assessment, identification of physical health needs, and services provided and use information to improve practice.	Region I Regional Director  Supervisory Workgroup	23f.1 Implement supervisory case review and enter case review documentation into MACWIS.	23f.1 MACWIS Supervisory Case Review Report	23f.1 First Report Available = December 2007	23f.1		